

Director of Organizing and Advocacy

Reporting To: Chief Operating Officer, Chief Executive Officer

Location: Remote, based anywhere in the contiguous United States

About Zioness: Zioness is a coalition of Jewish activists and allies who are unabashedly progressive and unapologetically Zionist. We are a grassroots organization with more than 30 chapters across the country, fighting for the advancement of social, racial, economic, environmental and gender justice in America. We are also committed to fighting for Zionism and the inclusion of Zionists in social justice spaces, because Zionism is itself a progressive value: the movement for liberation and national self-determination of the Jewish people in our indigenous homeland.

Role Description: The Director of Organizing and Advocacy will lead and expand Zioness' grassroots mobilization and advocacy efforts. They will be responsible for strengthening our chapter network, bringing in new active members, overseeing caucuses, designing strategic campaigns, and developing and maintaining strategic progressive advocacy partnerships that amplify our mission. This role requires strong leadership, deep knowledge of organizing strategies, and a passion for progressive activism and Zionism.

Equal Opportunity Employer: We are an equal opportunity employer and are committed to cultivating a team that reflects the rich diversity of the population we serve. We do not discriminate on the basis of race, color, national origin, religion, age, sexual orientation, gender identity or expression, marital or domestic partner status, veteran status, medical condition, mental or physical disability which would not prevent the performance of essential job duties without reasonable accommodation.

To Apply: Please send your resume, cover letter, and a one minute video introducing yourself to apply@zioness.org, including your name and the position you are applying for in the subject line.

Responsibilities:

- **Chapters & Organizing Strategy**
 - Develop and implement national and local organizing strategies to expand Zioness chapters, ensuring sustained growth and deep engagement.
 - Provide training, tools, and mentorship to chapter leaders, helping them develop leadership pipelines, advocacy initiatives, and programming that aligns with Zioness' broader goals.
 - Design and execute regular leadership training and development programs, focusing on organizing skills, media engagement, coalition-building, and navigating complex political landscapes.
 - Oversee the organization, strategy, and execution of the yearly Organizing Fellowship to build and sustain the next generation of grassroots leaders.
- **Caucuses & Leadership Development**
 - Provide direct support and mentorship to Caucus leads, ensuring caucuses are distinct from chapters and serve as active hubs for mobilization, national campaigns, rapid response efforts, and digital activism.

- Oversee targeted outreach and coalition-building efforts to engage a diverse base of Jewish and allied activists committed to Zioness' progressive and Zionist mission.
- Ensure that caucuses remain dynamic spaces where members engage deeply with policy issues, movement-building, and national advocacy efforts.
- **Advocacy & Coalition Building**
 - Lead proactive and strategic advocacy campaigns focused on Zioness' role within progressive movements, ensuring Jewish voices are represented and empowered in key political and social justice spaces.
 - Identify, cultivate, and manage relationships with progressive organizations (with a focus on non-Jewish), community leaders, policymakers, and movement allies, ensuring Zioness is both a thought leader, trusted partner and an active participant in key issue areas.
 - Represent Zioness in national and local coalitions, public panels, conferences, and roundtables, articulating the importance of combating antisemitism and anti-Zionism from a progressive framework.
 - Develop coalition engagement strategies to navigate tensions and foster collaboration between progressive organizations and Zionist/Jewish advocacy groups.
- **Program & Member Engagement**
 - Oversee and continuously refine Zioness' membership engagement strategy, ensuring members feel empowered, educated, and connected.
 - Develop structured leadership pathways for grassroots activists, chapter leaders, and caucus leads, providing training, mentorship, and opportunities for national advocacy.
 - Direct digital and in-person recruitment efforts, ensuring that Zioness remains a growing and dynamic organization, particularly among younger activists and emerging Jewish leaders.
 - Manage the Organizing Manager, organizing staff, and caucus leaders, ensuring seamless execution of all organizing initiatives, member support systems, and rapid response campaigns.
- **Communications & Public Engagement**
 - Partner with the communications team to regularly develop comprehensive messaging strategies that amplify Zioness' advocacy efforts and counter antisemitic, anti-Zionist, and anti-progressive narratives.
 - Develop public-facing toolkits, educational resources, and digital campaigns that empower members to effectively advocate within their own communities.
 - Serve as a spokesperson for Zioness, engaging in media interviews, op-eds, and public speaking engagements to further Zioness' reach, narrative amplification and credibility.
 - Work closely with digital and social media teams to ensure real-time engagement with emerging issues, member mobilization, and narrative-setting efforts.
- **Stakeholder Engagement & Impact Measurement**
 - Develop and track metrics of success to evaluate Zioness' advocacy and organizing efforts, ensuring continuous improvement and effectiveness.
 - Build and implement operations plans for organizing and advocacy work, aligning strategy with measurable outcomes.
 - Define impact in tangible ways for key stakeholders, including investors, donors, and movement allies.
 - Activate board members and key stakeholders to engage their networks in chapter and caucus work, ensuring broad and sustained support for Zioness' mission.
- **Other Duties as Assigned:**

- Fully support all efforts to execute the organization's strategic plan, as assigned.

Qualifications + Expectations:

- 5-8 experience in community organizing, leadership identification and cultivation, partnership and coalition building, progressive advocacy and/or lobbying
- Deep passion for progressive issues and Zionism, with a solid understanding of social, racial, economic, gender, and environmental justice movements.
- Capable of producing results with minimal oversight, embracing a start-up mentality with a willingness to tackle diverse tasks and support team efforts.
- Strong organizational skills, attention to detail, and a professional demeanor, capable of developing and executing comprehensive engagement strategies.
- Excellent communication and writing skills, with proficiency in social media and online tools to drive both online and offline engagement.
- Strong interpersonal skills, good judgment, and discretion, with the ability to build rapport with diverse constituencies and handle sensitive information.
- Ability to thrive in a fast-paced environment, with flexibility for non-traditional hours and a commitment to embodying and representing Zioness' values at all times.
- Familiarity with tools like Canva, NGP VAN/EveryAction, and social media platforms, with experience in developing and implementing creative strategies to attract and engage new constituencies.
- Willingness to travel regionally and nationally as needed to support organizational goals and engagement activities.

Compensation: This is a full-time, exempt position with a **salary range of \$115,000 to \$135,000**, commensurate with experience.

Benefits:

- Fully covered, high quality health insurance for employee
- Ten (10) days discretionary paid vacation
- Paid time off for every federal holiday except MLK, Jr. Day
- Five (5) paid sick days per year
- Paid time off on the following Jewish holidays when they land on a weekday: the first two days of Passover, one day of Sukkot, Rosh Hashanah, Yom Kippur, one day of Simchat Torah
- Three months paid family leave
- Access to a 403(b) retirement plan
- \$1,000/year tech stipend
- Work-from-home, based anywhere in the contiguous United States